

EXHIBIT 8

PUBLIC VERSION

Deposition of Mark Bentley

In Re: HIGH-TECH EMPLOYEE ANTITRUST LITIGATION

1 UNITED STATES DISTRICT COURT
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3 NORTHERN DISTRICT OF CALIFORNIA
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6 SAN JOSE DIVISION
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IN RE: HIGH-TECH EMPLOYEE)
ANTITRUST LITIGATION)
THIS DOCUMENT RELATES TO:)
ALL ACTIONS.)
_____)

14 | CONFIDENTIAL - ATTORNEYS' EYES ONLY

15 | VIDEO DEPOSITION OF MARK BENTLEY

16 August 23, 2012

20 REPORTED BY: GINA V. CARBONE, CSR NO. 8249, RPR, CCRR

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04:28:55	1	additional restrictions on Apple's recruiting policy?
04:28:58	2	MR. RILEY: Objection. The question is vague.
04:29:02	3	Calls for speculation.
04:29:03	4	THE WITNESS: I don't recall.
04:29:14	5	MR. SAVERI: Q. Well, did you view the
04:29:15	6	no-cold-call list, or the no-cold-call policy, as a
04:29:19	7	restriction on your ability to do your job
04:29:23	8	recruiting good people for Apple?
04:29:26	9	A. Not at all.
04:29:27	10	Q. Not at all?
04:29:28	11	A. Not at all.
04:29:29	12	Q. Do you think it enhanced your ability to
04:29:31	13	recruit good people to Apple?
04:29:34	14	A. Cold calling was and still is just one avenue.
04:29:41	15	There are many avenues, some much more important.
04:29:44	16	Web site.
04:29:46	17	Q. I just want to make sure I understand your
04:29:48	18	testimony. Did the no-cold-calling list, and the
04:29:52	19	maintenance of that list, restrict Apple's ability to
04:29:55	20	recruit in any way?
04:29:58	21	A. To the best of my knowledge, no. We were not
04:30:02	22	cold calling into some of those companies that we had
04:30:05	23	unilaterally decided not to cold call into. That did
04:30:09	24	not inhibit our ability to recruit from those companies.
04:30:12	25	Q. So what was the purpose of putting a company on

04:30:14 1 the no-cold-calling list if you did not cold call into
04:30:17 2 those companies?

04:30:20 3 A. So we're making a distinction between cold

04:30:26 4 calling and recruiting.

04:30:27 5 Q. And maybe I misunderstood what you were saying.

04:30:31 6 A. So there are many instances in which --

04:30:35 7 recruiting meaning people come into Apple, either

04:30:39 8 through our Web site, through referrals, through job

04:30:42 9 fairs, through social media. There is all sorts of

04:30:46 10 other mediums that frankly dominate the way that we

04:30:54 11 hire. Cold calling is just a very small piece of it.

04:30:59 12 Q. Well -- and my question is, did the inclusion

04:31:01 13 of a company on the no-cold-calling list limit, from

04:31:08 14 your perspective, Apple's ability to recruit people in

04:31:13 15 any way?

04:31:14 16 MR. RILEY: Objection. That question has been

04:31:16 17 asked and answered.

04:31:22 18 THE WITNESS: I'm not sure where -- I'm not

04:31:23 19 sure where -- where the disconnect is between what I

04:31:25 20 just said and your question.

04:31:27 21 MR. SAVERI: Q. Well, I guess I'm not

04:31:29 22 clear why Apple had a no-cold-calling policy if it

04:31:34 23 didn't impact Apple's ability to recruit.

04:31:44 24 A. We had a do-not-cold-call list in place at

04:31:47 25 times, because we did not want to be actively cold

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1 I, Gina V. Carbone, Certified Shorthand
2 Reporter licensed in the State of California, License
3 No. 8249, hereby certify that the deponent was by me
4 first duly sworn and the foregoing testimony was
5 reported by me and was thereafter transcribed with
6 computer-aided transcription; that the foregoing is a
7 full, complete, and true record of said proceedings.

8 I further certify that I am not of counsel or
9 attorney for either of any of the parties in the
10 foregoing proceeding and caption named or in any way
11 interested in the outcome of the cause in said caption.

12 The dismantling, unsealing, or unbinding of
13 the original transcript will render the reporter's
14 certificates null and void.

15 In witness whereof, I have hereunto set my
16 hand this day: July 6, 2012.

17 Reading and Signing was requested.

18 Reading and Signing was waived.

19 Reading and signing was not requested.

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23 GINA V. CARBONE

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25 CSR 8249, RPR, CCRR